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IMPACT OF LEADERSHIP QUALITIES ON ORGANIZATIONAL PRODUCTIVITY: A STUDY WITH REFERENCE TO SELECTED PRIVATE SECTOR ORGANIZATIONS

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ABSTRACT

The success of any organizations is depends on the skill and capabilities of their leader and leadership style. However, the productivity of the organizations is highly depends on the leaders efforts and their qualities. The present study is related with impact of leadership qualities on organizational productivity with respect to selected private sector organizations. In order to explore the impact of leadership qualities on organizational productivity three major important variables such as organizational culture, decision making and organizational effectiveness. The data has been collected by using the questionnaire methods among the 132 employees of selected private organization. The result of the study indicated that all the variables such as organizational culture, decision making and organizational effectiveness is significantly and positively related with organizational productivity.

INTRODUCTION

In the present competitive situations of business changes in organization has become most important factor which is directly related with overall performance of the organizations. However, in order to meet overall productivity growth each and every organizations are adopting various innovative way such as Skill development, resources utilization etc. thus, proper implementation of these all things is depends on the capabilities of leaders and leadership qualities. Most of the research study have been suggested that leadership played a vital role towards success of the business because it is one of the most important player whose are the bridge between various parties. On the other hand leadership style and qualities of leader is most important in order to implement any change in the organizations. The present study related with impact of leadership style on organizational productivity among the selected private sector organizations. However three important parameters of organizational productivity such as organizational culture, decision making and organizational effectiveness

REVIEW OF LITERATURE

Sung and Kim (2021) investigated in the study that innovative behavior of members act as a mediator between the independent variables i.e. organizational goal, participation and communication, transformational leadership, training and education and dependent variable as organizational innovation. The results revealed that organizational change 23 management factors positively impact innovative behavior and organizational innovation. The innovative behavior played the role of a mediator between change management and organizational innovation. It was affirmed that the innovative behavior of organizational employees is crucial to accomplish organizational innovation. Amongst the various factors of change management in this study, participation and communication had the greatest impact on innovative behavior and organizational innovation. The organizational goal encompasses a positive impact on both innovation behavior and organizational innovation of employees. Secondly, the transformational leadership positively impacts organization innovative behavior and organizational innovation. The participation and communication positively impact innovation behavior and organizational innovation of members of the organization. The education and training facilities also had a positive impact on both the organizational members‟ innovation behavior and organizational innovation.

Zainol et al. (2021) in their research study examined how previous research studies have been dealing with change management captivating the leadership position of the managers. The research study revealed transformational style of leadership to be an imperative dimension in current studies. The various indications exist that evidence that leadership styles significantly influence successful organizational change management.

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Faupel & Sub (2018) in their study concluded that a transformational style of leadership to be capable of providing constructive result on employees‟ change-supportive behavior through the execution of change. A successful management in the organization helps the leader to motivate the employees to sustain change. Transformational leaders provide the superior levels of valence and work engagement since it can furnish the exact representation of the revenue and meaning of a change for human resources in the organization.

Tusime et al. (2016) found the relationship between managed change and leadership styles in public universities in Uganda. The methodology adopted for the study was cross-sectional and quantitative research design. The researchers found a strong positive association between leadership styles (LS) and managed change in Uganda‟s public universities. They also found that transformational leadership style and participative leadership to be much superior to transactional and autocratic leadership style for change management in universities.

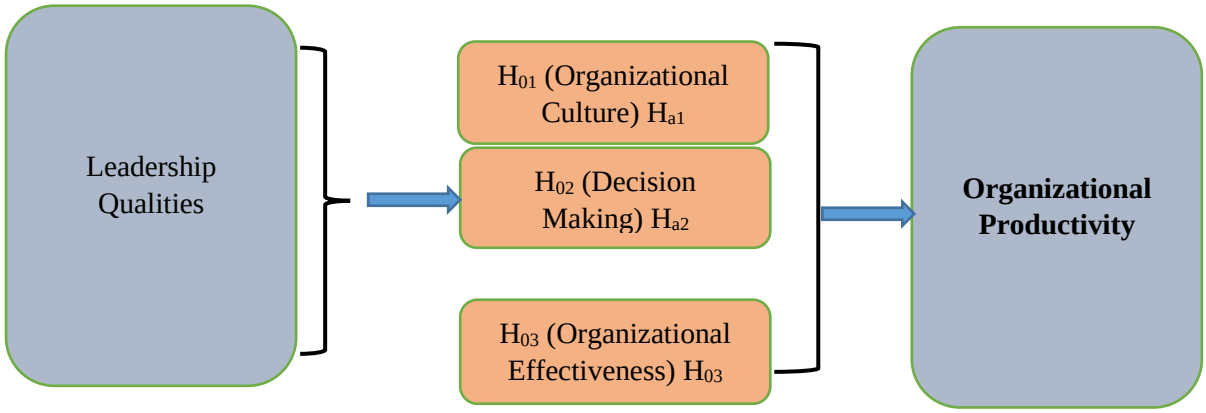
Amanchukwu et al. (2015) in their study examined the effectiveness and scope of leadership in education sector. This paper concluded that success is possible and sure towards school management, if the leaders understand their responsibility towards their employees, and leaders should be technically proficient in taking effective decisions. They also recommended that in order to enhance the change in school management in Nigeria, excellent educational leadership styles and principles should be adopted.

OBJECTIVE OF THE STUDY

The Various objectives of the study are as under

1. To study the impact of leadership qualities on organizational productivity towards organizational culture
2. To study the impact of leadership qualities on organizational productivity towards Decision Making
3. To study the impact of leadership qualities on organizational productivity towards Organizational Effectiveness

RESEARCH FRAMEWORK



(Fig: Research Framework)

HYPOTHESIS OF THE STUDY

The various hypothesis of the study are as under

H_{01}: There is no significant relationship between Leadership qualities and organizational productivity with respect to **Organizational Culture**

H_{a1}: There is a significant relationship between Leadership qualities and organizational productivity with respect to **Organizational Culture**

H_{02}: There is no significant relationship between Leadership qualities and organizational productivity with respect to **Decision Making**

H_{a2}: There is a significant relationship between Leadership qualities and organizational productivity with respect to **Decision Making**

H_{03}: There is no significant relationship between Leadership qualities and organizational productivity with respect to **Organizational Effectiveness**

H_{a3}: There is a significant relationship between Leadership qualities and organizational productivity with respect to **Organizational Effectiveness**

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Research Design

Research design is a blue print of the research, which researcher has to arrange and decide all the construct such as Data, Time, methods etc. the research design for present study is exploratory in nature and primary and secondary data has been obtained to explore the relationship between leadership qualities and organizational productivity. However, primary data for present study has been collected by using questionnaire method, in this process a well-structured questionnaire has been distributed among the group of populations of selected organizations and secondary data has been collected from various sources such as thesis, research papers etc.

Sample size and Design

Sample design for present study is based on the relationship between leadership qualities and organizational productivity with respect to selected private sector organization. The sample for present study has been taken among the employee of selected organization by using random stratified methods. In order to maintain the accuracy in sample it has been collected from different geographical location of the employees. The final questionnaire has been distributed among 150 employees of five different organizations. However, **132** respondents fill and replied the questionnaire. Hence final sample size of the study is **132.**

Sample Area

The Sample area for present study is Limited up-to selected organizations of Bhopal city. However sample area of present study is Bhopal

Sample Method

There are various methods to collect the sample which is based on the nature and types of the sample. The present study has been used Random stratified methods to collect the sample.

Measurement Tools

Five point likert scale has been used in order to scaling of data such as 01 strongly disagree to five strongly agree

Data Analysis Tools

In order to analysis of data and testing of hypothesis Chai Square test has been used at 5% level of significant and 95% level of confidence

Testing of Hypothesis

Table: 1
Impact of Leadership Qualities on Organizational Productivity

Hypothesis	Statement	df	χ^2	P Value	Result
H_{01}/ H_{a1}	Organizational Culture	5	09.021	0.032	Significant
H_{02}/ H_{a2}	Decision Making	5	13.298	0.019	Significant
H_{03}/ H_{a3}	Organizational Productivity	5	08.632	0.001	Significant

FINDINGS OF THE STUDY

The Various Findings of the study are as under

1. Table explore the impact of leadership qualities on organizational productivity with respect to organizational culture. The result reveals that the calculated value of Chai square is **9.021** and p value is **0.032** which is significant at **5%** level of significance. However, result clearly indicated that leadership qualities played a significant role towards organizational productivity with respect to organizational culture. Hence first alternative hypothesis "There is a significant relationship between Leadership qualities and organizational productivity with respect to **Organizational Culture"** is accepted

H_{a1}= Accepted

2. Table explore the impact of leadership qualities on organizational productivity with respect to Organizational Effectiveness. The result reveals that the calculated value of Chai square is **13.298** and p value is **0.019** which is significant at **5%** level of significance. However, result clearly indicated that leadership qualities played a significant role towards organizational productivity with respect to Decision Making. Hence Second alternative hypothesis "There is a significant relationship between Leadership qualities and organizational productivity with respect to **Decision Making"** is accepted

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3. Table explore the impact of leadership qualities on organizational productivity with respect to Decision Making. The result reveals that the calculated value of Chai square is **8.632** and p value is **0.001** which is significant at **5%** level of significance. However, result clearly indicated that leadership qualities played a significant role towards organizational productivity with respect to Organizational Effectiveness. Hence Third alternative hypothesis "There is a significant relationship between Leadership qualities and organizational productivity with respect to **Organizational Effectiveness "** is accepted

H_{a3}= Accepted

CONCLUSION

Leadership qualities and style has become one of the most important factor to each and every organizations, because it is related with overall organizational productivity. The Present Study deals with impact of leadership qualities on organizational productivity with respect to Organizational culture, Decision making and Organizational effectiveness. The data for present study has been analysed by using chai square test at 5% level of significance. The result of the study clearly show that all the dimension of organizational productivity such as organizational culture, decision making and organizational effectiveness and significantly and positively related with leadership qualities. However, study accepted all the alternative hypothesis. On the basis of findings of the study can be conclude that leadership qualities among selected private sector organizations are significantly and positively related with organizational productivity.

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